

WCE PACKAGE COUNTER PROPOSAL TO CITY OF CHULA VISTA

Date: June 26, 2013

The WCE hereby makes the following package offer to City Of Chula Vista, as found in the attached pages. The WCE reserves the right to modify, add, or delete any part of this proposal including withdrawing the package and reverting back to the last formal proposals on all open issues. This package offer includes the following subjects:

- Salary Adjustments-See attached pages for counter proposal no. 2
- Flex Benefits- WCE rejects the current proposal by the City.
- Professional Enrichment – The WCE counters with the attached
- Career Advancement. The WCE maintains its rejection of the City's proposal on Career Advancement.
- Voluntary work furlough. The WCE tentatively accepts the City's counter proposal contingent on the tentative approval, from both parties, of this current package in its entirety.
- Fees for Professional Licenses/Memberships. The WCE maintains its rejection of the proposal since the payment of these fees would further reduce the ability to professionally improve through training and education.
- The WCE counters the rejection of the Certification Pay proposal with the attached.

The WCE currently agrees with TA'd proposals as shown below and agrees that they would be part of the final agreement. Although tentative agreement has been reached regarding the proposals below, the WCE reserves the rights to modify, add, or delete any part of the proposals below.

- City's OCA proposal (needs signatures to complete TA).
- City's Job Sharing Proposal

**WCE PROPOSAL TO CITY OF CHULA VISTA
REGARDING SALARY ADJUSTMENTS**

PROPOSAL #____
DATE: June 26, 2013

The City submitted a wage proposal. WCE submitted two counter-proposals regarding wages. Proposal 1, which proposes an 8% salary adjustment and Proposal 2, which add 2% for specified certifications and additional certification pay. The City rejected WCE's counter proposals 1 and 2. The City and WCE met on June 18, 2013. After those discussions, the City proposed a 2% salary adjustment in July 2013 and a 1% increase in January 2014 as part of a three-year contract. The WCE rejected the City's proposal and proposes the following:

WCE's PROPOSAL 1:

CONCERN:

The WCE seeks to pursue the goals set forth in the compensation component of the City's Quality Work Force Program. The WCE has always been receptive to changes made by the City to its MOU and has made concessions, more than most groups, to the benefit of the City during difficult economic times. During these times, the WCE has been taking on more workload and responsibilities while enduring reductions in salary. As of today, the City enjoys a slimmed down workforce that is highly skilled and experienced, and has maintained an effective delivery of services to the residents of Chula Vista. During these improving economic times, the WCE wants the compensation to be fairly linked to the increased workload, increased responsibilities and provision of a high quality of service, as outlined in the Quality Workforce Program (QWP).

WCE PROPOSAL:

WCE's proposal to City:

The following shall be added to Section II [Compensation], Subsection A [Wages], Article 2.01 [Wages], with corresponding changes to lettering in the Article:

A. Salary adjustments shall be made as follows:

For Fiscal year 2013-2014:

a. After agreement by the parties and approval by City Council of a successor MOU to the current MOU (set to expire June 30, 2013) between the City and WCE. All WCE represented employees shall receive a 3% salary adjustment. Salaries will be retroactive to July 1, 2013. Retroactive pay will be paid in a lump sum starting with the first full pay period after City Council approval of a successor MOU.

- b. After agreement by the parties and approval by City Council of a successor MOU (set to expire June 30, 2013) between the City and WCE, in the first full pay period of January 2014, All WCE represented employees shall receive a 1% salary adjustment. Should approval by the City Council of a successor MOU come after January 1, 2014, then Salaries will be retroactive to January 1, 2014. Retroactive pay will be paid in a lump sum starting with the first full pay period after City Council approval of a successor MOU
- c. The City agrees to review all WCE classifications, starting in January 2014 and to be completed by the end of June 2014.
- d. For any subsequent salary studies, the City agrees that prior to City action based upon the Salary Survey, it shall provide a PDF copy of the Salary Survey to WCE, and WCE shall then have a period of 60 days from receipt of the Salary Survey to review and provide comments on the Salary Survey. WCE shall provide its comments regarding the Salary Survey to the City within the aforementioned 60-day period. The City shall provide WCE's comments to the City's outside consultant on the Salary Survey. The Salary Survey shall be that document which the City intends to provide to its consultant for review in preparation for inclusion in the City Managers 2014 salary update as stated in the QWP.
- e. MOU TERM: The MOU expires on June 30, 2014.
- f. WCE acknowledges the City's proposal to move towards the QWP's goal of increasing wages for those classifications that are below the top middle one-third of the market rate (66% of market).³
- g. Should approval by the City Council of a successor MOU by any other bargaining group occur after agreement between the City and the WCE, WCE maintains the right to open the WCE MOU to include any benefits received by the other bargaining groups.

RESULT:

The WCE has the common goal of the City, which is to progress to linking compensation to service delivery and accountability as outlined in the QWP as amended.

WCE Proposal No. 2.

CONCERN:

The WCE seeks to pursue the goals set forth in the continuous improvement (CI) program and the advanced skills components of the City's QWP. Supplemental training and education are needed in order to stay on top of industry standards and to improve the WCE's professional capabilities. In accordance with the City's QWP, and in order to

ensure maximum return from limited personnel, additional compensation should be given for improved service, in line with the CI tenets.

Article 2.01 WAGES

E. All Associate Engineers and Assistant Surveyors II or Plans Examiners who become registered by the State of California as a Professional Civil Engineer, Professional Traffic Engineer or Licensed Land Surveyor, when registration is not a requirement of the position held, shall receive five percent (5%) additional compensation. Any engineer who is licensed by the State of California as a Civil Engineer will receive additional certification pay of 1% (one percent) if s/he is state-certified as a Qualified SWPPP Developer (QSD) or a Qualified SWPPP Practitioner (QSP).

F. In line with the Spirit and Intent of the City's QWP, employees who have obtained certifications/licenses that provide a direct benefit to the City by enhancing their knowledge, skills, or job proficiency, the City will provide, per pay period, additional pay of \$60 for one to three job-related certificates, or \$90 for four or more job-related certificates. The request for certification pay must be approved by the Appointing Authority. Certification pay expires at the end of the pay period that includes the expiration date of the certificate, unless proof of renewal of the certificate has been provided prior to that time. Employees are responsible for resubmitting requests for certification pay upon renewing their certificate(s).

RESULT:

The WCE has the common goal of the City, which is to progress toward linking compensation to service delivery and accountability as outlined in the Quality Workforce Program. The City invests in its employees, provides incentive and encouragement to improve professional capabilities and prepares employee for future career advancement.

[End]

THE WCE PROPOSAL TO THE CITY
REGARDING PROFESSIONAL ENRICHMENT

PROPOSAL #____
DATE: June 26, 2013

ARTICLE 2.09 PROFESSIONAL ENRICHMENT

The City submitted its proposal regarding professional enrichment, specifically requiring that enrichment be linked to career path in City and requiring, when requested that employee provide some form of reporting out of training—for example, a paper on the training, a “brown bag” type training, or other similar reporting out. WCE rejected the City’s current proposal and proposes the following.

CURRENT LANGUAGE:

Employees represented by WCE are eligible to participate in the City’s Professional Enrichment Program. The annual Professional Enrichment Fund allotment for WCE employees is \$25,000. Employees are eligible to receive up to \$1,200 per fiscal year for professional enrichment. Funds may be used at any time during the fiscal year. Fiscal year reimbursements under the City's "Professional Enrichment" will be closed the second Thursday in June. Employees may request reimbursement for professional enrichment expenses in accordance with Internal Revenue Code Section 132 and any other applicable state and federal law. Employees must receive approval from their Appointing Authority and the City Manager’s designee before funds may be claimed for reimbursement. Reimbursements are on a first come, first serve basis until the funds have been exhausted.

CONCERNS:

Current language does not tie training to improving the employee’s skill level for their current or future position nor does it provide for an adequate amount per WCE employee.

PROPOSED LANGUAGE:

Employees represented by WCE are eligible to participate in the City’s Professional Enrichment Program.

To qualify as a reimbursable expense, the employee must demonstrate a link to their current job or career path. Requests for professional enrichment reimbursement must be approved by the employee’s supervisor, prior to any expenses being incurred, under the following terms:

- *Relevant training needs/requests are identified in performance goals*
- *Training to improve current skills or help in career advancement*
- *Employee to report out/follow-up when requested by Supervisor*

The annual Professional Enrichment Fund allotment for WCE employees is \$25,000. Employees are eligible to receive up to \$1,500 per fiscal year for professional enrichment. Funds may be used at any time during the fiscal year. Fiscal year reimbursements under the City's "Professional Enrichment" will be closed the second Thursday in June. Employees may request reimbursement for professional enrichment expenses in accordance with Internal Revenue Code Section 132 and any other applicable state and federal law. Employees must receive approval from their Appointing Authority and the City Manager's designee before funds may be claimed for reimbursement. Reimbursements are on a first come, first served, basis until the funds have been exhausted. Disbursement shall be allowed between two consecutive fiscal years for one approved expense.

RESULT:

Provides additional accountability in support of the City's QWP and adds additional funds per employee to provide a more adequate amount for training and enrichment.